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ABSTRACT

Questionnaires designed to find out how institutional policies for evaluating special degrees affected institutional practices in determining initial rank, salary level, tenure status, and eligibility for promotion of faculty members were sent to 27 institutions. The special degrees fell in 4 categories: (1) faculty members with a degree in law (J.D. or LL.B.); (2) faculty members who are certified accountants; (3) faculty members who have completed a 2-year Master of Fine Arts Degree; and (4) faculty members who have been awarded an honorary doctorate. The respondents were requested to indicate whether or not these degrees were considered equivalent to a bachelor's, master's, specialist or Ph.D. degree in determining rank, salary, tenure or promotion. Fifteen institutions responded with usable questionnaires. The results indicated that no generalizations could be drawn on the use and application of these particular degrees. The schools participating in the survey and the cumulative results of the questionnaire are included in the appendix. (AF)

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A SURVEY OF RANK, SALARY, PROMOTION, AND TENURE POLICIES IN FIFTEEN COLLEGES AND UNIVERSITIES

A Survey of Current Practices

by the

INSTITUTIONAL RESEARCH OFFICE

SOUTHEAST MISSOURI STATE COLLEGE

July, 1970

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A SURVEY OF RANK, SALARY, PROMOTION, AND TENURE POLICIES IN FIFTEEN COLLEGES AND UNIVERSITIES

Questionnaires relating to institutional policy for evaluating special degrees were sent to twenty-seven institutions. The questionnaire was designed to identify institutional practices in determining initial rank, salary level, tenure status, and eligibility for promotion of faculty members within four categories. These four categories are: (1) faculty members who hold a degree in law (J.D. or LL.B.), (2) faculty members who are certified public accountants, (3) faculty members who have completed a two-year Master of Fine Arts Degree, and (4) faculty members who have been awarded an honorary doctorate.

Fifteen usable responses were received; two institutions indicated that no policies existed, and ten did not respond. The responding institutions are listed in Appendix A; items from the questionnaire are included in Appendix B, along with the frequency of each response.

Honorary Doctorate

For purposes of initial rank and salary, the honorary doctor's degree is not considered equivalent to a bachelor's, master's, specialist, or Ph.D. degree. For the purposes of promotion and of awarding tenure one institution equates the degree to a specialist degree. Of the fifteen possible responses, ten reported that the honorary doctorate was equivalent to no degree for determining initial rank, salary, and eligibility for

advancement in rank. Only eight respondents selected the same alternative for the purpose of tenure. The verbal responses indicated that in some institutions the honorary doctorate is not completely ignored; the degree is just not a viable alternate to an earned degree.

Doctor of Laws or Bachelor of Laws Degrees

Although the two law degrees are not considered equivalent to a bachelor's degree at any institution, the diversity of practice could be used to justify any one of three alternatives -- master's, specialist, or doctoral equivalence. In at least one institution, either the two degrees are treated differently or different individuals with the same degree are not receiving the same consideration.

Salary, initial rank, and promotion appear to be directly influenced by equivalency to other degrees. The decision to extend tenure may be less directly influenced by degree. Assuming that in all institutions a master's degree plus a set number of years of satisfactory service are required to achieve tenure, only one response clearly indicates that a law degree would prevent consideration for tenure status.

Master of Fine Arts

For purposes of salary, initial rank, and promotion, an individual with a two-year Master of Fine Arts degree would receive dissimilar treatment at the reporting institutions. One institution equated the degree to a doctoral degree for each purpose; eight reported it was considered on the same level as a specialist degree; two as a master's degree plus thirty

hours, and two equated the degree to a master's degree. As a master's degree plus thirty hours was not a stated alternative, it is possible that neither of the latter two ignore the additional hours of credit.

In view of the previously assumed standard for achieving tenure status, the degree would not hinder this process.

Certified Public Accountants

Accreditation standards of the American Association of Collegiate Schools of Business state that a portion of the staff should hold the J.D. or LL.B. degrees or C.P.A. certification. Institutional reports indicate the C.P.A. license carries different weights for different purposes at the same institution. In determining initial rank and salary, five institutions would consider the individual as on the same level as a faculty member with a specialist degree; five others would opt for master's degree equivalency. An additional institution would pay the C.P.A. on a bachelor's level, but rank would depend upon the highest earned degree.

For the purposes of promotion in rank and of determining tenure, at least one response was secured for equivalence to a doctoral degree, to a specialist degree, to a master's degree, and to a bachelor's degree. The more popular choices were the specialist and master's degree. Verbal responses comprised forty percent of the responses on tenure, but no consensus was obvious within the group.

Summary

The results of the survey indicate that any one of the professional qualifications under study:

-- is not accorded identical treatment by different institutions.

-- may carry different weights for different purposes in the same institution.

-- may secure quite different initial rank, salary, promotion, and tenure status for different individuals, especially in different institutions -- but also in a single institution.

-- may have no direct influence on tenure in some institutions.

A possible explanation for the contrasting practices in reporting institutions is that supply and demand or prior practices determine policy. Once a local policy has been developed the review/change process is sporatic and difficult. If supply and demand factors remain stable, practices at other institutions have less impact upon decision making.

APPENDIX A

Colleges and Universities Reporting Degree Policies

1. Black Hills State College
2. East Tennessee State University
3. Eastern Michigan University
4. Kansas State Teachers College
5. Mankato State College
6. Middle Tennessee State University
7. Northern Illinois University
8. Northern State College
9. Northwest Missouri State College
10. St. Cloud State College
11. Southeast Missouri State College
12. University of Northern Iowa
13. Wayne State College
14. Winona State College
15. Wisconsin State University

APPENDIX B

1. For determining initial rank as a faculty member:

(A) A law degree (J.D. or LL.B.) is considered equivalent to:

3 a Ph.D. or Ed.D. degree,
5 a specialist degree,
3 a master's degree,
__ a bachelor's degree,
3 other.
1 (specialist and master's)

COMMENTS: *Dependent on program from which they graduated.*
No policy.
Is considered as equivalent to Ed.D. or Ph.D., providing the person has experience, too. In most cases, all of these are handled as individual cases.
We adhere to AACSB standards.
Ph.D. - state board rule.

(B) A certified public accountant (C.P.A.) is considered equivalent to:

__ a Ph.D. or Ed.D. degree,
5 a specialist degree,
5 a master's degree,
__ a bachelor's degree,
5 other.

COMMENTS: *A C.P.A. is a license, not a degree, therefore, considered only as corollary information.*
No policy.
Considered individually, as there is no formalized rule so far as we know that can be followed unequivocally.
We adhere to AACSB standards.
Whatever highest degree.
No degree.

1. (Initial Rank continued)

(C) A Master of Fine Arts degree, requiring two academic years for completion, is considered equivalent to:

1 a Ph.D. or Ed.D. degree,
8 a specialist degree,
4 a master's degree,
__ a bachelor's degree,
1 other.
1 (specialist and master's)

COMMENTS: *Considered individually, as there is no formalized rule so far as we know that can be followed unequivocally.*
Master's degree + 30 hours.

(D) An honorary doctorate is considered equivalent to:

__ a Ph.D. or Ed.D. degree,
__ a specialist degree,
__ a master's degree,
__ a bachelor's degree,
10 no degree,
4 other.
1 (no answer)

COMMENTS: *Considered only as corollary information.*
No policy.
Considered individually, as there is no formalized rule so far as we know that can be followed unequivocally.
None on the faculty; highest earned degree would be the major determinant.

2. For determining eligibility for promotion to a higher rank:

(A) A law degree (J.D. or LL.B.) is considered equivalent to:

2 a Ph.D. or Ed.D. degree,
5 a specialist degree,
3 a master's degree,
__ a bachelor's degree,
4 other.
1 (specialist and master's)

COMMENTS: *Dependent on program from which they graduated.*
No policy.
Promotion probable after long service.
With an MBA and 5 years' service, would be eligible for associate professor rank.

(B) A certified public accountant (C.P.A.) is considered equivalent to:

1 a Ph.D. or Ed.D. degree,
4 a specialist degree,
4 a master's degree,
2 a bachelor's degree,
4 other.

COMMENTS: *A C.P.A. is a license, not a degree, therefore, considered only as corollary information.*
No policy.
Promotion probable after long service.
With an MBA and 5 years' service, would be eligible for associate professor rank.
No degree.

2. (Promotion continued)

(C) A Master of Fine Arts degree, requiring two academic years for completion, is considered equivalent to:

1 a Ph.D. or Ed.D. degree,
8 a specialist degree,
4 a master's degree,
__ a bachelor's degree,
1 other.
1 (specialist and master's)

COMMENTS: *Promotion probable after long service.*
A Master's degree + 30 hours, which would make person eligible for consideration for promotion to associate professor rank.

(D) An honorary doctorate is considered equivalent to:

__ a Ph.D. or Ed.D. degree,
1 a specialist degree,
__ a master's degree,
__ a bachelor's degree,
10 no degree,
4 other.

COMMENTS: *Considered only as corollary information.*
No policy.
Promotion probable after long service.
Each on its merit -- again, the highest earned degree would be the major determinant.

3. For determining salary as a faculty member:

(A) A law degree (J.D. or LL.B.) is considered equivalent to:

3 a Ph.D. or Ed.D. degree,
5 a specialist degree,
3 a master's degree,
__ a bachelor's degree,
3 other.
1 (specialist and master's)

COMMENTS: *Dependent on program from which they graduated.*
No policy.
Probably individual situation.
M.A. + 30 hours or 45 hours, depending on rank.
If holder has Master's degree -- classed as specialist.

(B) A certified public accountant (C.P.A.) is considered equivalent to:

__ a Ph.D. or Ed.D. degree,
5 a specialist degree,
5 a master's degree,
1 a bachelor's degree,
4 other.

COMMENTS: *A C.P.A. is a license, not a degree -- therefore, considered only as corollary information.*
No policy.
Probably individual situation.
M.A. + 30 hours.
Classed as specialist if holder has Master's degree.
No degree.

3. (Salary continued)

(C) A Master of Fine Arts degree, requiring two academic years for completion, is considered equivalent to:

1 a Ph.D. or Ed.D. degree,
8 a specialist degree,
4 a master's degree,
___ a bachelor's degree,
1 other.
1 (specialist and master's)

COMMENTS: *Master's + 30.*
M.A. + 30 hours.

(D) An honorary doctorate is considered equivalent to:

___ a Ph.D. or Ed.D. degree,
___ a specialist degree,
___ a master's degree,
___ a bachelor's degree,
10 no degree,
5 other.

COMMENTS: *Depends upon demonstrated ability, performance, training, experience, and tenure.*
Considered only as corollary information.
No policy.
Highest earned degree and experience.

4. For determining tenure as a faculty member:

(A) A law degree (J.D. or LL.B.) is considered equivalent to:

3 a Ph.D. or Ed.D. degree,
3 a specialist degree,
1 a master's degree,
1 a bachelor's degree,
5 other.
1 (no answer)
1 (specialist and master's)

COMMENTS: *Dependent on program from which they graduated.*
No policy.
Achieved on basis of a degree as such, but more in terms of a satisfactory job.
Anyone with an M.A. or above may be considered for tenure upon completion of 5-year probationary period.
Same as anyone else.

(B) A certified public accountant (C.P.A.) is considered equivalent to:

1 a Ph.D. or Ed.D. degree,
3 a specialist degree,
3 a master's degree,
1 a bachelor's degree,
6 other.
1 (no answer)

COMMENTS: *A C.P.A. is a license, not a degree -- therefore, considered only as corollary information.*
No policy.
Achieved on basis of a degree as such, but more in terms of a satisfactory job.
Anyone with an M.A. or above may be considered for tenure upon completion of 5-year probationary period.
Same as anyone else.
No degree.

4. (Tenure continued)

(C) A Master of Fine Arts degree, requiring two academic years for completion, is considered equivalent to:

1 a Ph.D. or Ed.D. degree,
6 a specialist degree,
3 a master's degree,
__ a bachelor's degree,
3 other.
1 (no answer)
1 (specialist and master's)

COMMENTS: *Achieved on basis of a degree as such, but more in terms of a satisfactory job.*
Anyone with an M.A. or above may be considered for tenure upon completion of 5-year probationary period.
Same as anyone else.

(D) An honorary doctorate is considered equivalent to:

__ a Ph.D. or Ed.D. degree,
1 a specialist degree,
__ a master's degree,
__ a bachelor's degree,
8 no degree,
5 other.
1 (no answer)

COMMENTS: *Considered only as corollary information.*
No policy.
Achieved on basis of a degree as such, but more in terms of a satisfactory job.
Anyone with an M.A. or above may be considered for tenure upon completion of 5-year probationary period.
Same as anyone else.